POSITIVE MODEL

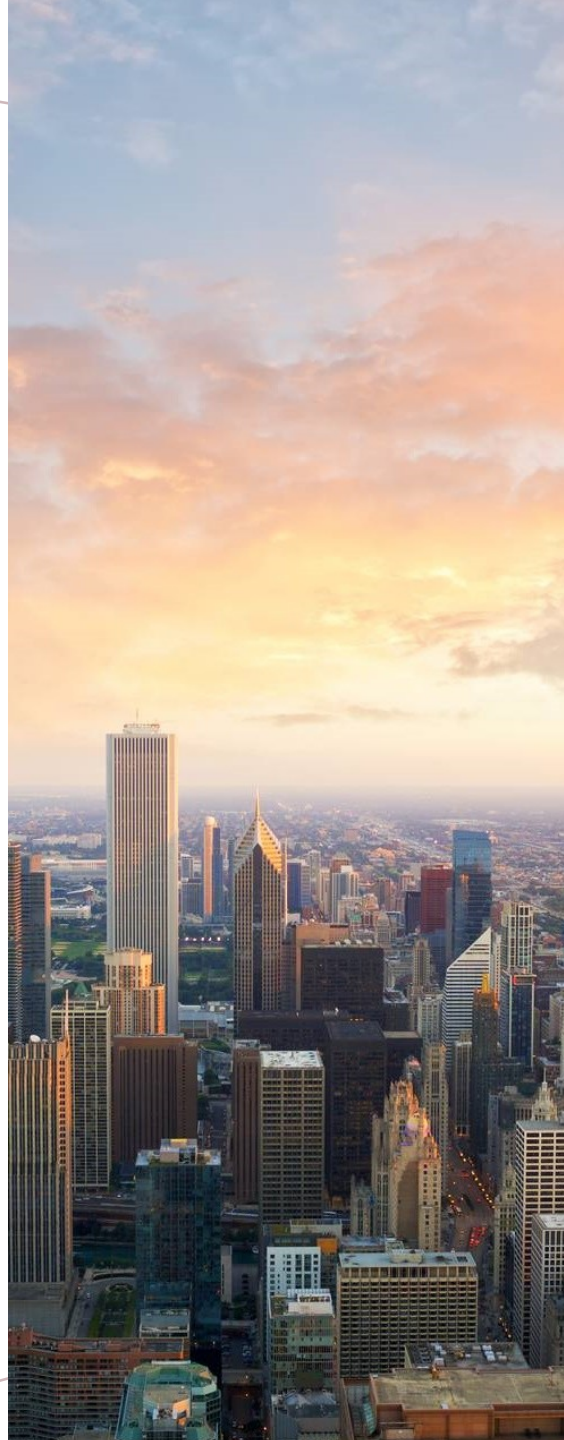
Introduction

Building confidence

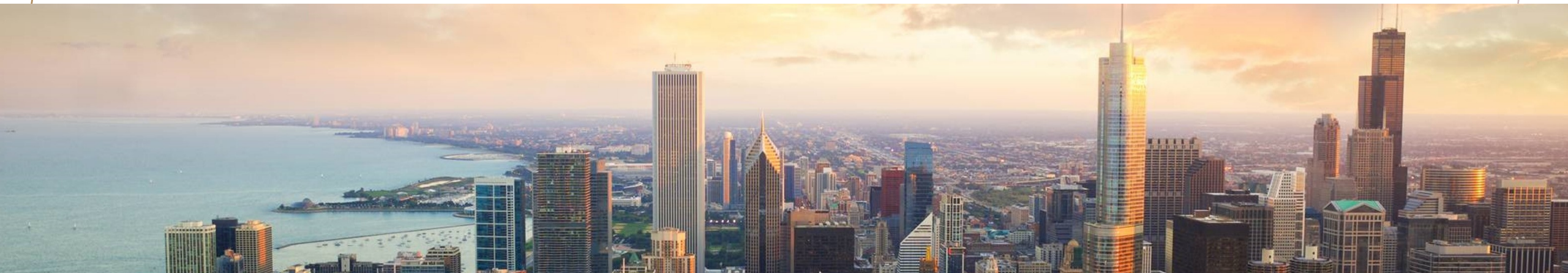
Engaging the audience

Visual aids

Final tips & takeaways



THE POWER OF COMMUNICATION



POSITIVE MODEL

The Positive Model of Organizational Development, represents an important departure from the three-step model and the action research process. Those models are primarily deficit based; they focus on the organization’s problems and how they can be solved so it functions better. The Positive Model is a way to help organizational improve by focusing on what they are already doing right. It is different from most change models because it does not look for problems first, it looks for strengths and success stories. It is based on the Appreciative Inquiry, a method that helps people and groups grow by asking questions that bring out the best in them. The goal is to build on what’s working to create positive change.

The Positive Model asks:

- What are we doing right?
- What gives us strength?
- How can we build on this success?

The goal of the Positive Model is to create positive and lasting change by building on past success. Also to help people feel empowered and excited about making a difference.

5 STEPS OF POSITIVE MODEL

STEP 1 – DEFINE

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SELECTING VISUAL AIDS

ENHANCING YOUR PRESENTATION

EFFECTIVE DELIVERY TECHNIQUES

Effective body language enhances your message, making it more impactful and memorable.

- Meaningful eye contact
- Purposeful gestures
- Maintain good posture
- Control your expressions

This is a powerful tool in public speaking. It involves varying pitch, tone, and volume to convey emotion, emphasize points, and maintain interest.

- Pitch variation
- Tone inflection
- Volume control

NAVIGATING Q&A SESSIONS

1. Know your material in advance
2. Anticipate common questions
3. Rehearse your responses

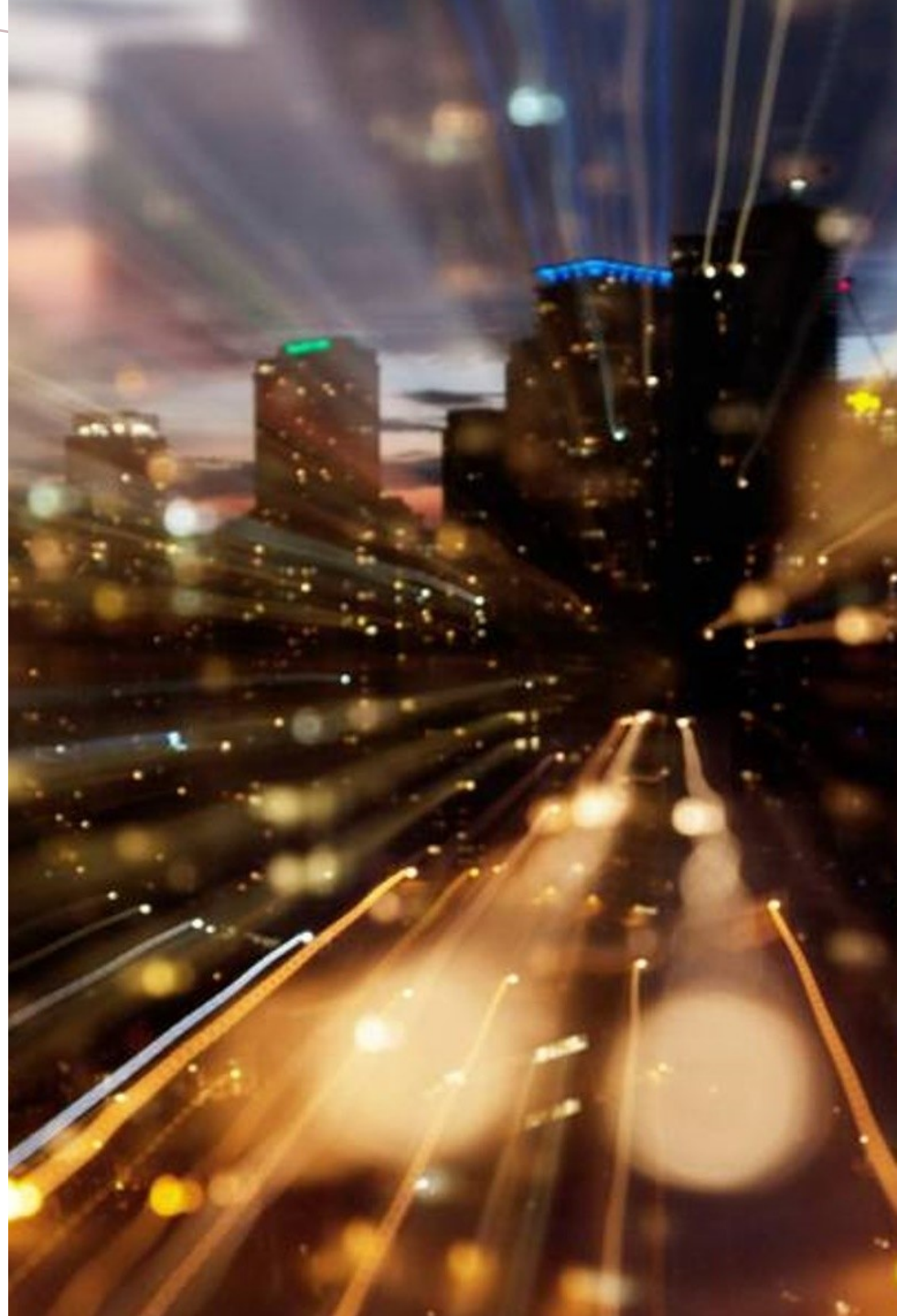
Maintaining composure during the Q&A session is essential for projecting confidence and authority. Consider the following tips for staying composed:

- Stay calm
- Actively listen
- Pause and reflect
- Maintain eye contact

SPEAKING IMPACT

Your ability to communicate effectively will leave a lasting impact on your audience

Effectively communicating involves not only delivering a message but also resonating with the experiences, values, and emotions of those listening



DYNAMIC DELIVERY

Learn to infuse energy into your delivery to leave a lasting impression

One of the goals of effective communication is to motivate your audience

Metric	Measurement	Target	Actual
Audience attendance	# of attendees	150	120
Engagement duration	Minutes	60	75
Q&A interaction	# of questions	10	15
Positive feedback	Percentage (%)	90	95
Rate of information retention	Percentage (%)	80	85

FINAL TIPS & TAKEAWAYS

Consistent rehearsal

- Strengthen your familiarity

Refine delivery style

- Pacing, tone, and emphasis

Timing and transitions

- Aim for seamless, professional delivery

Practice audience

- Enlist colleagues to listen & provide feedback

Seek feedback

Reflect on performance

Explore new techniques

Set personal goals

Iterate and adapt

SPEAKING ENGAGEMENT METRICS

Impact factor	Measurement	Target	Achieved
Audience interaction	Percentage (%)	85	88
Knowledge retention	Percentage (%)	75	80
Post-presentation surveys	Average rating	4.2	4.5
Referral rate	Percentage (%)	10	12
Collaboration opportunities	# of opportunities	8	10

THANK YOU

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